

**COOKEVILLE CITY COUNCIL
SPECIAL CALLED MEETING
JANUARY 14, 2021
10:00 AM**

The Cookeville City Council met in special called session on Thursday, January 14, 2021, at 10:00 a.m. To protect the health, safety, and welfare of Tennesseans in light of the COVID-19 pandemic, and as authorized by the Governor's Executive Order No. 71, this meeting of the Cookeville City Council was conducted via electronic means.

CALL TO ORDER AND ROLL CALL

Mayor Ricky Shelton called the meeting to order. Present and answering roll call were:

Councilman Mark Miller:	present
Mayor Ricky Shelton:	present
Councilman Eric Walker:	present
Vice-Mayor Laurin Wheaton:	present
Councilman Charles Womack:	present

Also present: James Mills, City Manager, Darian Coons, City Clerk and Dan Rader, City Attorney.

INVOCATION AND PLEDGE OF ALLEGIANCE

City Manager James Mills gave the invocation and led the Pledge of Allegiance.

CONSIDER APPROVAL OF AGENDA AS PRESENTED

Vice-Mayor Laurin Wheaton made a motion to approve the agenda as presented. The motion was seconded by Councilman Mark Miller. Upon call for a vote, the motion carried with the following voting:

Councilman Mark Miller:	aye
Mayor Ricky Shelton:	aye
Councilman Eric Walker:	aye
Vice-Mayor Laurin Wheaton:	aye
Councilman Charles Womack:	aye

APPOINTMENTS, PROCLAMATIONS, PRESENTATIONS OR AWARDS

Announcement of Mayor's Appointment to the Planning Commission.

Mayor Ricky Shelton appointed Chad Gilbert, term expiring in August 2022, to the Planning Commission.

NEW BUSINESS - PUBLIC HEARINGS AND ACTION ITEMS

Consider for Approval Resolution No. R21-01-01, adopting a Local Covid-19 Emergency Paid Sick Leave Policy for employees.

Additional information: Appendix 5A

Vice-Mayor Laurin Wheaton made a motion to adopt Resolution No. R21-01-01 as recommended. The motion was seconded by Councilman Mark Miller. Upon call for a vote, the motion carried with the following voting:

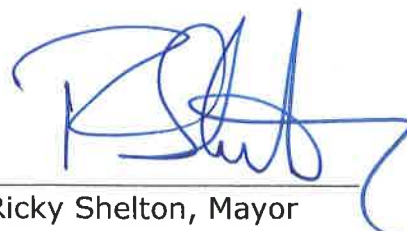
Councilman Mark Miller:	aye
Mayor Ricky Shelton:	aye
Councilman Eric Walker:	aye
Vice-Mayor Laurin Wheaton:	aye
Councilman Charles Womack:	aye

ADJOURNMENT

There being no further business, Mayor Ricky Shelton declared the meeting adjourned at 10:06 a.m.

ATTEST:


Darian Coons, City Clerk


Ricky Shelton, Mayor

RESOLUTION

**A RESOLUTION OF THE COUNCIL OF
THE CITY OF COOKEVILLE,
TENNESSEE, ADOPTING A LOCAL
COVID-19 EMERGENCY PAID SICK
LEAVE POLICY FOR EMPLOYEES**

**RESOLUTION NUMBER: R21-01-01
REQUESTED BY: CITY MANAGER
PREPARED BY: CITY MANAGER
APPROVED AS TO FORM AND
CORRECTNESS:**

(City Attorney)

ADOPTED _____

MINUTE BOOK _____ PAGE _____

WHEREAS, the COVID-19 pandemic continues to be a serious threat to the health and well-being of the citizens of the City of Cookeville and the State of Tennessee; and

WHEREAS, the United States Government enacted legislation providing certain benefits to assist employees with impact from the COVID-19 pandemic, including the Emergency Paid Sick Leave (EPSL) provision of the Families First Coronavirus Response Act (FFCRA); and

WHEREAS, the City of Cookeville through Resolution No. R20-04-08 adopted policies offering benefits provided under the FFCRA; and

WHEREAS, the policies adopted through Resolution No. R20-04-08 expired on December 31, 2020; and

WHEREAS, the City of Cookeville desires to adopt a Local COVID-19 Emergency Paid Sick Leave policy with certain limitations.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF COOKEVILLE, TENNESSEE THAT the Local COVID-19 Emergency Paid Sick Leave Policy be adopted for employees of the City of Cookeville with the following limitations:

1. The Emergency Paid Sick Leave shall be effective January 1, 2021 until March 31, 2021, unless the City Council takes action to amend it.
2. The policy shall be only for those employees who have not exhausted the two (2) weeks (80 hours) EPSL authorized under Resolution No. R20-04-08.
3. Eligible employees are entitled to up to two (2) weeks (80 hours) of emergency paid sick leave because the employee:
 - a. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
 - b. has been advised by a health care provider to self-quarantine related to COVID-19; or
 - c. is experiencing COVID-19 symptoms and is seeking a medical diagnosis.

4. To demonstrate eligibility for the leave, the employee shall provide proof of COVID-19 testing or other suitable documentation for the circumstances.
5. Such leave is in addition to any paid leave that the employee may already be entitled to.
6. Employees will not be required to exhaust other paid leave benefits to utilize this extended category of paid sick leave.
7. Employees will only be permitted up to two (2) weeks or eighty (80) hours of their regular weekly pay regardless if the employee utilized that leave under the FFCRA Leave policy or the Local COVID-19 Emergency Paid Sick Leave policy.

BE IT FURTHER RESOLVED THAT if the state or federal government issues a mandate for COVID-19 related leave after adoption of this local policy, such mandated leave will replace this policy entirely and this policy simultaneously will expire.

Adopted, this the 14th day of January, 2021.

Ricky Shelton, Mayor

ATTEST:

Darian Coons, City Clerk